



PARTNERSHIP IN EQUITY

MONTANA VOCATIONAL EDUCATION EQUITY BULLETIN

Funded by the Perkins Vocational and Applied Technology Act
by Rebecca A. Bird, Gender Equity Coordinator

Fall 1994

No. ³⁰~~29~~

THE PRINCIPLES OF GENDER EQUITY

1. FOCUS SPECIFICALLY ON GIRLS.

Since the problem is that girls think math, science, and computers are not appropriate for girls, you have to make it clear to them that this isn't true. It isn't enough to tell girls that advanced courses or extracurricular activities are available to *all* students, or for *girls and boys*: their preconceptions prevent them from believing it. Being evenhanded won't do it. There is no alternative to carrying out strategies that say *girls*, loud and clear.

2. DESIGN ACTIVITIES AROUND

GIRLS' INTERESTS. It has been the case that much curriculum in mathematics, science and computers is based on typical male interests, since the primary "consumers" of mathematics, science and computers education were thought to be males. The physics of rocketry, for example, might not fall within many girls' experience. Expand your curriculum. Figures out what girls are interested in, or just ask them, and incorporate those interests in your lessons. (At the same time it is important that you don't perpetuate sex stereotyping while tapping into girls interests. In this resource, this is referred to as the "equity trap".)

3. EMPHASIZE USEFULNESS.

Many girls seem to relate to a subject in terms of how useful it is now or will be in the future, while many boys seem comfortable exploring a subject for its own sake. Each approach has its own advantages and disadvantages, but in the meantime it is helpful to carry out strategies that relate your subject to real world connections, impacts and uses.

4. HIGHLIGHT THE SOCIAL ASPECT.

Adolescent girls especially have a strong need for social contact. They seem to go from class to class in packs, no individually. Make the herd instinct and peer pressure work for *you* for a change by carrying out strategies that involve girls in groups, not individually.

5. WATCH YOUR LANGUAGE.

Sex stereotypes are mostly conveyed through subtle, unintentional means. A good example is language. When mathematicians, scientists or computer specialists are always referred to as "he," girls eventually get the idea that "she" is not quite appropriate. In the same way, the Logo turtle is "it," not "he," the girls in math, science and computer class are not "guys."

6. ELIMINATE BIASED PRACTICES.

If you find yourself assigning responsibilities and tasks to boys, or if the volunteers you get for them are boys, or if the scheduling of a currently male-intensive activity makes it hard for girls to attend, or if you let students choose the equipment they will use and the boys get to the best equipment first, or if you call on boys more than girls, it's time to think about and to correct inadvertently biased practices.

7. SPREAD THE WORD.

It is surprising how many people are generally unaware of sex stereotypes and gender bias, such as the lone women in a large math, science, or computer department who hasn't thought about the gender implications of the fact that all her peers are men. Your colleagues as well as your students need to learn how to recognize gender bias, why it matters, and how to correct it. The shared responsibility is easier on you as well.

8. DO IT ALL AGAIN NEXT YEAR.

No matter what strategies you carry out this year and what success you have, most girls coming into your class or your school next year will not have heard the equity message yet. Eventually gender equity becomes part of the school climate, so that girls who are new to the school will assume that this is what "the big kids" have always done. You needn't tell them otherwise.

Taken from Lifting the Barriers: 600 Strategies that REALLY WORK to Increase Girls' Participation in Science, Mathematics and Computers, by Jo Sanders, Director, Gender Equity Program, Center for Advanced Study in Education, City University of New York Graduate Center

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TITLE IX COMPLIANCE SEMINAR

November 14 & 15, 1994

Presented by:

Office of Public Instruction
Montana High School Association

This seminar is an opportunity for all school personnel to receive Title IX and equity compliance training. The one and a half day seminar will cover an extensive list of topics including school climate, sexual harassment prevention, equity in athletics, roles and responsibilities for Title IX Coordinators, and complaint investigation guidelines. Preregistration is requested. There is no registration fee for the seminar. For more information or to register call OPI at 444-2410 /1952 or MHSAA at 442-6010.

1st Annual MONTANA SCHOOL-TO-WORK CONFERENCE

December 2 & 3, 1994

Kwa Tuk Nak Lodge - Polson

Advanced registration required. Conference limited to 250 participants. Fee: \$25.00

For more information call Candace Molzhon or John Baldridge
406-444-0313

Elks National Foundation Vocational Training Grants

offers grants to persons enrolled in vocational and/or technical courses leading to an associate degree, certificate, or diploma at any accredited institution. Older students who desire training or retraining are encouraged to apply. The selection is based on financial need, motivation and evidence that applicant can successfully complete the program of study. The grant is for \$1,000 for the first year and renewable for the second year. The application deadline is the third week of November, and applications are available from the local Elks Lodge.

Jeannette Rankin Foundation

offers several \$1,000 scholarships to women 35 years of age or older who have been accepted or enrolled in a program at a vocational or technical school. The selection is based on financial need. Applications must be requested by January 15 and submitted by March 1. Contact the Jeannette Rankin Foundation, P.O. Box 6653, Athens, GA 30604.

Lutheran Brotherhood Member Scholarships

are available to Lutheran Brotherhood Life, Health, or Annuity Contract members or eligible riders on parental contracts who are or will be full-time students. The \$500 to \$2,000 scholarships are available for use in a two-year program at accredited vocational or technical schools. The selection is based on academic record, leadership, goals, and aspirations. Applications are available between August 1 and February 1 by contacting Lutheran Brotherhood Education Programs, Box 857, 625 Fourth Avenue South, Minneapolis, MN 55415, (612) 340-7000. Application deadline is February 15

OCTOBER IS NATIONAL BREAST CANCER AWARENESS MONTH

DID YOU KNOW?

**Breast cancer is the most commonly diagnosed cancer in women in Montana.*

**Breast cancer is the 2nd leading cause of cancer death among American women.*

**The American Cancer Society estimates in 1994, more than 46,000 American women will have died from breast cancer.*

**One in every nine women will develop breast cancer in her lifetime.*

**Research indicates mammography screening for breast cancer can reduce mortality by approximately a third through early detection and prompt initiation of effective treatment protocols.*

**Although the incidence of breast cancer is lower in Native Americans, once diagnosed they are much less likely to survive.*

**Breast cancer rates have increased in Montana by about 1% per year since the early 1970's.*

**According to national data, only one third of women age 40 and older has ever received a mammogram.*

WHAT CAN YOU DO?

**Monthly breast self-examination for women over 20.*

**Breast physical examination every 3 years for women ages 20 to 40.*

**Breast physical examination every year for women over age 40.*

**One baseline mammogram for women 35 to 40 years of age.*

**A mammogram every 1 to 2 years for women aged 40 to 49.*

**Annual mammography for women over age 50.*

**Frequent exams and earlier mammogram for women with personal or family histories of breast cancer or who are at higher than average risk.*

Survival rates directly relate to early detection

For more information contact Montana's's Breast and Cervical Cancer Coalition, Department of Health and Environmental Services, 406-444-2640.

In loving memory...

**Diane Gabriel
1947-1994**

Paleontologist, author, fighter and friend. You will be missed.

**PROGRAM YEAR 1995 SINGLE PARENT, DISPLACED HOMEMAKER, SINGLE
PREGNANT WOMEN (SECTION 221), AND GENDER EQUITY (SECTION 222)
PROJECTS FUNDED IN MONTANA**

Projects serving Single Parents, Displaced Homemakers, and Single Pregnant Women (Section 221):

COMPUTER LITERACY/ OFFICE SKILLS TRAINING OF SINGLE PARENTS/DISPLACED HOMEMAKERS/SINGLE PREGNANT WOMEN - \$34,965

Career Transitions, Bozeman.
Project Director: Neil B. Brock.
(406) 587-1721

READY, SET, GO! - SKILL BUILDING FOR THE 90'S - \$34,642

Lincoln County Campus/Flathead Valley Community College, Libby
Project Director: Lance J. Edwards
(406) 293-2721

NEW OPTIONS - IBM COMPUTER LITERACY TRAINING-\$20,000

Women's Resource Center, Dillon
Project Director: Barbara Kokernak
(406) 683-6106

PREPARATORY SERVICES FOR ACCESSIBILITY TO NONTRADITIONAL OCCUPATIONS, APPRENTICESHIPS, UP-TO-DATE AND EMERGING TECHNOLOGIES - \$35,000

Career Futures, Butte
Project Director: Gayle Howell
(406) 723-9101

TECHNOLOGICAL SKILLS FOR TODAY'S OFFICE: RETRAINING DISPLACED HOMEMAKERS IN AUTOMATED OFFICE SKILLS/EQUITY TRAINING - \$34,798

District IV HRDC, Havre
Project Director: Kathy Terbovitz
(406) 265-6743

ELIMINATING COMPUTER ANXIETY TO PREPARE FOR TRAINING & EMPLOYMENT: SELF EFFICACY INTERVENTIONS - \$33,634

YWCA Women's Center, Billings
Project Director: Emy LaBeau
(406) 245-6879

EXPANDED COMPUTER TRAINING FOR DISPLACED HOMEMAKERS AND SINGLE PARENTS - \$35,000

Missoula YWCA, Missoula
Project Director: Donna Bakke
(406) 543-6768

MOTIVATIONAL TRAINING IN PREPARATION FOR VOCATIONAL EDUCATION, TRAINING OR JOB PLACEMENT - \$28,875

Career Development Program, Miles City
Project Director: Sharon Kearnes
(406) 232-3031

*If you are not afraid of the voices inside you,
you will not fear the critics outside you*
Natalie Goldberg

YOUNG PARENTS PROGRAM - \$28,875

Helena School District #1, Helena
Project Director: Marion Evenson
(406) 442-8600

PREVOCATIONAL OUTREACH PROJECT FOR SINGLE PREGNANT AND PARENTING STUDENTS - \$33,634

Young Parents Education Center, Inc.
Project Director: Linda Bennetts
(406) 453-7881

Projects addressing Gender Equity: eliminating sex role stereotyping and sex bias (Section 222):

GETTING AHEAD: NONTRADITIONAL CAREER OPPORTUNITIES AND PREPARATORY SERVICES - \$35,000

Career Transitions, Bozeman
Project Director: Nora Bopp
(406) 5861721

PREPARATORY COURSE IN COMPUTER LITERACY FOR GENDER EQUITY AND VOCATIONAL EDUCATION RECRUITMENT - \$9,329

Career Futures, Butte
Project Director: Gayle Howell
(406) 723-9101

GEARING UP FOR NONTRADITIONAL EMPLOYMENT - \$35,000

Women's Opportunity and Resource Development, Inc.
Missoula
Project Director: Laura Rose
(406) 543-3550

PREPARING FOR GENDER EQUITABLE AND NONTRADITIONAL OCCUPATIONS - \$19,233

Lincoln County Campus/Flathead Valley Community College, Libby
Project Director: Lance J. Edwards
(406) 293-2721

NONTRADITIONAL CAREER RECRUITMENT, RETENTION & PLACEMENT: SELF-EFFICACY INTERVENTIONS - \$34,483

YWCA Women's Center, Billings
Project Director: Emy LaBeau
(406) 245-6879

OVERCOMING MATH ANXIETY - \$14,000

Career Training Institute, Helena
Project Director: Nancy Clark
(406) 443-0800

HAPPY BIRTHDAY TO...

October 31

Juliett Low (1860-1920)

Founder and president of the Girls of Scouts of America.

November 12

Elizabeth Cady Stanton (1815-1902)
Early suffragist, and political activist.

November 22

Billie Jean King (1943-)
Tennis champion, winner of 20 Wimbledon titles.

December 25

Clara Barton (1821-1921)
Founder and first president of the American Red Cross.

FALL GENDER EQUITY TRAINING

VOCATIONAL EDUCATION AND PERKINS FUNDED PROJECTS AND PROGRAMS

September 27	Glendive	September 28	Wolf Point
October 19/21	MVA/Bozeman	October 26	Polson
November 3	Missoula	November 10	Dillon
November 15	Billings	November 29	Great Falls
January 19	Havre	January 24	Bozeman
January 26	Helena		

PREREGISTRATION IS REQUIRED AND A MINIMUM OF TWENTY PARTICIPANTS
MUST BE PREREGISTERED OR WORKSHOP WILL BE CANCELLED. To resister
call Shanna Bushnell, 444-6570.

INFUSE OR LOSE!

I.M.A.G.E

In Montana Action Guarantees Equity

Rebecca A. Bird
Gender Equity Coordinator
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PATCHRIN WILLIAMS
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